

## Abstrak

Tujuan penelitian ini adalah untuk mengetahui hubungan antara dimensi *Big Five Personality* dengan *Organizational Citizenship Behavior* (OCB) pada karyawan hotel X di Salatiga. Subjek dalam penelitian ini adalah karyawan hotel “X” di Salatiga, sejumlah 73 karyawan, dengan menggunakan teknik sampel jenuh. Metode penelitian yang digunakan untuk mengambil data adalah *big five inventory (bfi) scale* dan *organizational citizenship behavior scale*. Analisa data menggunakan korelasi dari *spearman rho*. Hasil menunjukkan bahwa ada hubungan positif yang signifikan antara dimensi *extraversion* ( $r = 0,496$ ,  $p < 0,05$ ), *agreeableness* ( $r = 0,678$ ,  $p < 0,05$ ), *conscientiousness* ( $r = 0,632$ ,  $p < 0,05$ ), dan *openness to experience* ( $r = 0,546$ ,  $p < 0,05$ ) dengan *Organizational Citizenship Behavior* (OCB) pada karyawan hotel “X” di Salatiga, sedangkan dimensi *neuroticism* ( $r = -0,465$ ,  $p < 0,05$ ) menunjukkan adanya hubungan negatif yang signifikan dengan OCB.

**Kata kunci:** *extraversion, agreeableness, conscientiousness, neuroticism, openness to experience, organizational citizenship behavior (ocb).*

## Abstract

*The aim of the present study is to understand relationship between dimensions of Big Five Personality and Organizational Citizenship Behavior OCB toward employees of hotel “X” in Salatiga. The subjects of this research are employees of hotel “X” in Salatiga, total subjects are 71 employees, by using boring sample method. The research method that used to collect the data is method scale that are big five inventory (bfi) and organizational citizenship behavior scale. Data was analyzed with correlation Spearman rho. The result showed is positive significant relationship between dimensions of extraversion ( $r = 0,496$  ,  $p < 0,05$ ), agreeableness ( $r = 0,678$ ,  $p < 0,05$ ), conscientiousness ( $r = 0,632$ ,  $p < 0,05$ ), and openness to experience ( $r = 0,546$ ,  $p < 0,05$ ) with Organizational Citizenship Behavior (OCB) in employees of hotel “X” in Salatiga, then for dimension of neuroticism neuroticism ( $r = -0,465$ ,  $p < 0,05$ ) showed a negative significant correlation with OCB.*

**Keywords:** *extraversion, agreeableness, conscientiousness, neuroticism, openness to experience, organizational citizenship behavior (ocb).*